



Approval of Amendment No. 2 to the City Attorney Agreement

City Council Meeting
December 3, 2019

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Human Resources Director,
Human Resource Department

BACKGROUND

- The City Attorney's salary and compensation are set by Ordinance and adopted by the City Council, and the City's Employment Agreement with the City Attorney is approved by Council Resolution.
- As established by Ordinance, and provided in the City Attorney's Employment Agreement, the City Attorney's current salary is \$17,595.84 per month.
- The Employment Agreement provides that the City Attorney shall receive the cost of living salary adjustments, Retiree Health Savings plan (RHS), and the benefits adjustment(s), if any, paid to the City's Executive Management unit.
- Upon completion of an annual performance evaluation, the City Council shall consider whether to provide a merit increase, subject to the maximum salary range established for the City Attorney classification.
- The City Council has completed the City Attorney's annual performance evaluation and has determined that the City Attorney has met or exceeded the performance expectations for the classification.
- The City Attorney's salary is currently 10% below the average of comparable cities.

ANALYSIS

Recommendations based on the City Attorney's performance and Employment Agreement:

- 7.5% merit increase, effective 5/12/19 (first pay period following anniversary date)
- 2.5% deferred compensation contribution, effective 5/12/19
- 2.5% COLA increase, 7/7/19 (date Executive Management received same benefit increases)
- 0.25% of base salary RHS increase contribution, 7/7/19
- Total cost of Agreement - \$36,481.63

Recommendation

It is recommended by the Human Resources Department that the Council, by Resolution, approve Amendment No. 2 to the Employment Agreement of the City Attorney and introduce an Ordinance to increase the compensation of the City Attorney by providing, effective May 12, 2019, (1) a 7.5% merit increase, (2) a 2.5% increase in deferred compensation and, on July 7, 2019, (1) a 2.5% cost of living salary adjustment, and (2) an increased contribution by the City for Fiscal Year 2019-20 of 0.25% of base salary to the City Attorney's Retiree Health Savings Plan.